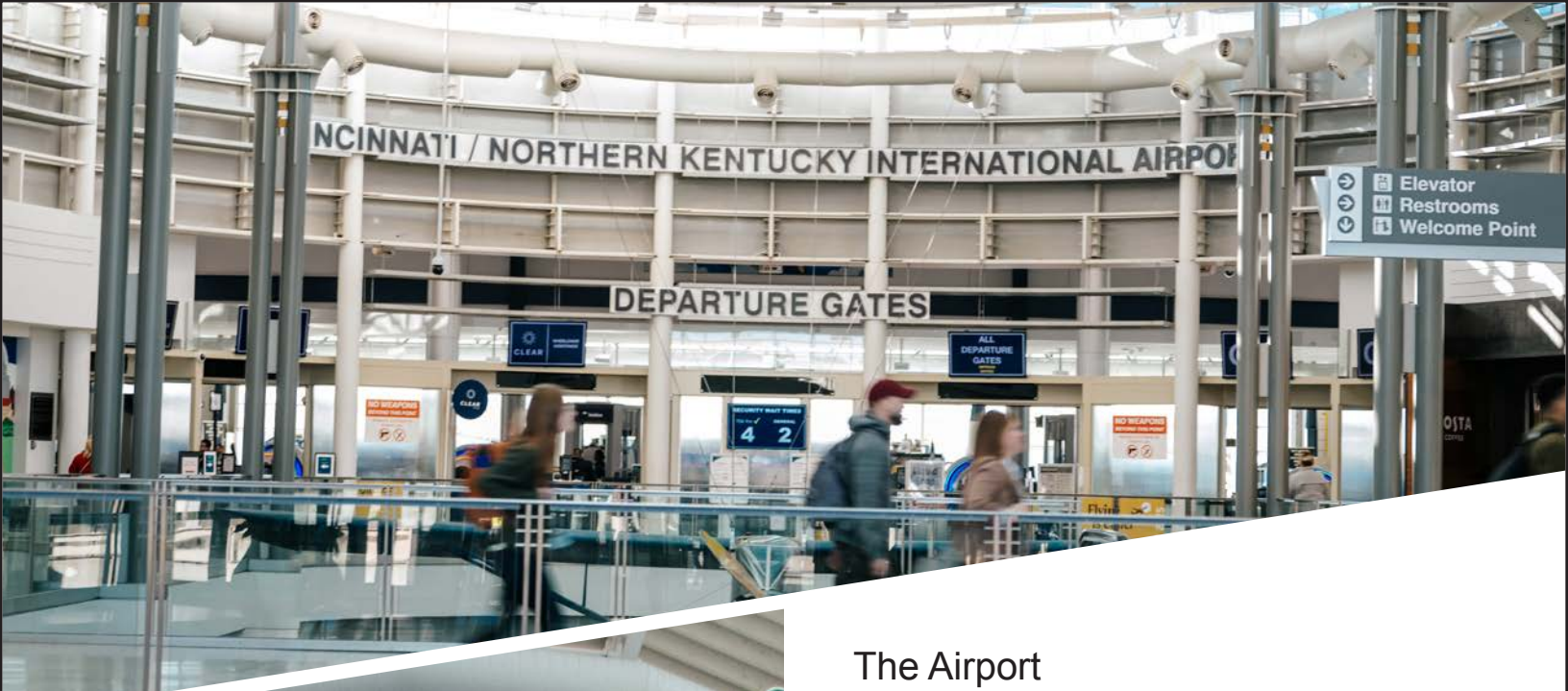




The CVG Airport invites applications for  
**Vice President, Safety, Security & Compliance**

Cincinnati/Northern Kentucky International Airport (CVG)  
Hebron, KY

*EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH*



## The Airport

CVG is one of the largest passenger airports in Ohio and Kentucky and is the 7th largest cargo airport in North America. In 2026, CVG was named Best Regional Airport in North America by London-based Skytrax at the World Airport Awards. This success is driven by great people who are deeply committed to becoming the airport of choice to work for, fly from, and do business with. In all that we do, we foster a culture of teamwork, innovation, and continuous improvement.

The Kenton County Airport Board sets the policies under which the airport operates to ensure that CVG is well-positioned for the future and remains an economic catalyst for the entire Cincinnati/Northern Kentucky region. The CVG Airport team is responsible for implementing the policies of the Board, operating the day-to-day business of the airport, and ensuring an environment that values the individuality of the more than 500 people who work at the airport.

Over the last several years CVG has experienced considerable success. Following the COVID-19 pandemic, passenger volumes rebounded to more than 9 million passengers annually, reaching record levels in 2024. As the 7th largest cargo airport in North America, CVG is home to one of three DHL Express Global Superhubs, as well as the largest Amazon Air Hub in the world. CVG continues to embrace what's next in all areas of the business, committed to innovation for many years to come.

If this sounds like the environment for you, we invite you to take off with us.

## The Airport *(continued)*

### The CVG of Tomorrow

CVG's strategic plan established the airport's mission and vision: redefine and elevate the role of an airport and serve as a catalyst for regional transformation. The plan included objectives and success-defining measures such as:

- Fueling performance via operational excellence
- Ensuring financial sustainability by maintaining airline CPE below peer airports
- Growing air service through initiatives such as Hangar Row
- Leveraging ventures, partnerships, and collaborations to support regional aviation development
- Creating a customer-centric CVG brand and experience

### Operational Excellence

CVG sets high standards for customer service and safety. Passengers have repeatedly rated CVG as a top regional airport in North America through independent Skytrax passenger surveys, most recently earning Best Regional Airport in North America in 2026.

CVG was the first airport to receive SAFETY Act certification from the U.S. Department of Homeland Security for achieving the highest levels of security compliance. Airport leadership approaches airport operations as a business, with lean and efficient financial management as a key to sustained success. CVG remains competitive with industry peers to ensure fees and charges for airline and business partners are carefully managed.

### Diversified Air Service Success

As the largest airport in the Cincinnati/Northern Kentucky region, and one of the largest in the Midwest, CVG offers approximately 170 peak-day departures to more than 55 nonstop destinations across the United States, Canada, Mexico, the Caribbean, the United Kingdom, and Europe. Prudent financial management has led to increased competition between carriers and lower average airfares for passengers.

Cargo operators move more than 1.7 million tons of cargo annually through CVG. The DHL Express Global Superhub at CVG employs approximately 5,000 people. Amazon Air's more than \$1.5 billion air cargo hub employs nearly 3,000 people.





## The Airport (*continued*)

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### **A Driver of Economic Growth for the Community**

CVG takes its role as a regional leader seriously. Whether spurring economic growth and creating jobs, showcasing the region as the front door to visitors, or acting as a good steward of resources and a good neighbor, CVG is committed to the community that enables its success.

As part of CVG's business diversification strategy, more than 200 acres of airport property are leased for nonaeronautical purposes, adding hundreds of new jobs for the community. CVG is a vital component of the region's economic health, with more than 16,000 badged individuals authorized to work on the airport campus.

CVG is actively executing a multi-year capital improvement program called Elevate CVG. To create a more modern terminal, expand capacity, and develop more efficient passenger facilities, hundreds of millions of dollars will be invested over the coming years. As air service continues to expand and customers demand new amenities and technology, a comprehensive approach is required to maintain superior airside infrastructure and top-notch landside facilities.



# The Community

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The Cincinnati/Northern Kentucky region stands out in the Midwest and across the U.S. as one of the best places to live, work, and play. Below are just some of the reasons we think you will love it here:

- Average commute time — 24.5 minutes
- Top 25 Most Affordable Cities to Live and Work (BusinessStudent.com)
- Top 25 Best Foodie Cities in America (WalletHub)
- Top 10 Best Cities for Raising a Family (Forbes)
- Top 50 Best Places to Live (U.S. News & World Report)

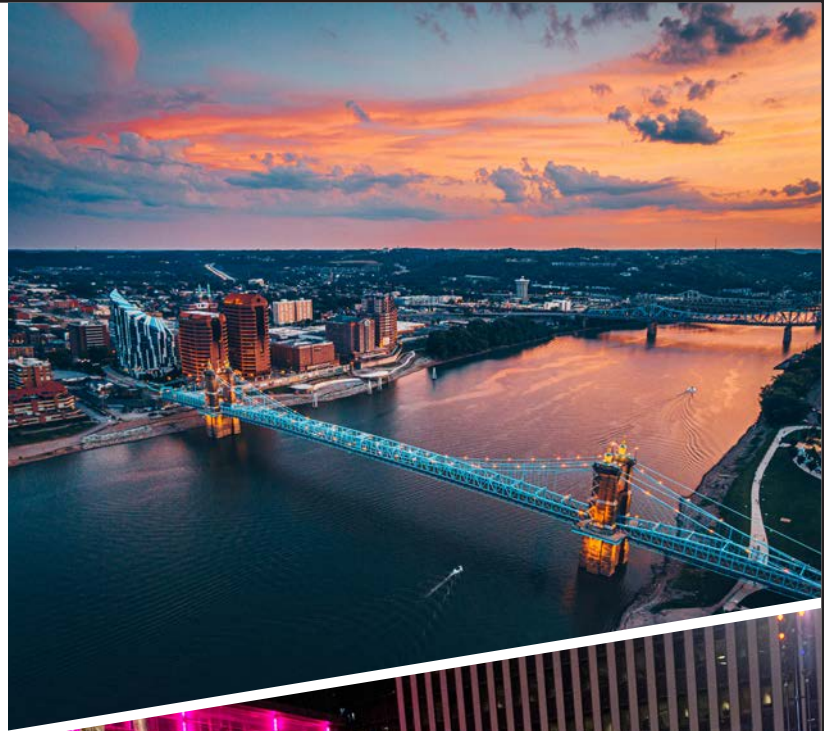
Whether you thrive in vibrant urban nightlife, enjoy walking to a coffee shop along tree-lined streets, or are looking for a suburban backyard, the region has a neighborhood for you.

Across Cincinnati and Northern Kentucky, historic buildings have found new life as restaurants, taprooms, and entertainment spaces. You'll find a lively dining and nightlife scene along Vine Street in Cincinnati's Over-the-Rhine neighborhood and in MainStrasse Village in Covington. Cincinnati's craft beer market supports numerous breweries throughout the region, while Northern Kentucky's B-Line offers access to bourbon distilleries, restaurants, and experiences that serve as a gateway to the Kentucky Bourbon Trail.

Cincinnatians enjoy a wide range of special events throughout the year, from the Flying Pig Marathon and the region's renowned Oktoberfest to the Cincinnati Open tennis tournament and games played by teams including the Cincinnati Reds, Bengals, FC Cincinnati and the Cyclones.

From classical to cutting-edge, the region is also home to an impressive arts scene—including world-class orchestras, ballet, theater, and visual arts—ensuring there is always something to do that entertains and inspires.

So, whether it's catching a major-league game or reconnecting with a romantic weekend of art and theater, there's always more to explore and more memories to be made across Cincinnati and Northern Kentucky.





## Position Overview

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The Vice President, Safety, Security & Compliance serves as a senior executive responsible for ensuring a safe, secure, and compliant operating environment across all airport functions. Reporting to executive leadership, this role provides strategic and operational oversight of safety management systems, security programs, emergency preparedness, and regulatory compliance. The Vice President leads initiatives that protect passengers, employees, and assets while maintaining adherence to federal, state, and local requirements. With responsibility for critical public safety functions and airport certification, this position plays a central role in sustaining operational integrity, mitigating risk, and supporting the airport's long-term strategic objectives.

## About the Role

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This role integrates day-to-day operational leadership with long-range planning to ensure the airport maintains the highest standards of safety, security, and compliance. The Vice President works closely with federal agencies, including the FAA and TSA, as well as airlines, tenants, and emergency response partners to coordinate programs and respond to evolving risks. The position oversees emergency preparedness, incident response, and compliance monitoring while guiding the development of required operational plans and certification programs. With responsibility for the airport operations center and public safety coordination, the Vice President ensures seamless communication, rapid response capability, and alignment across all operational stakeholders.



## Key Responsibilities

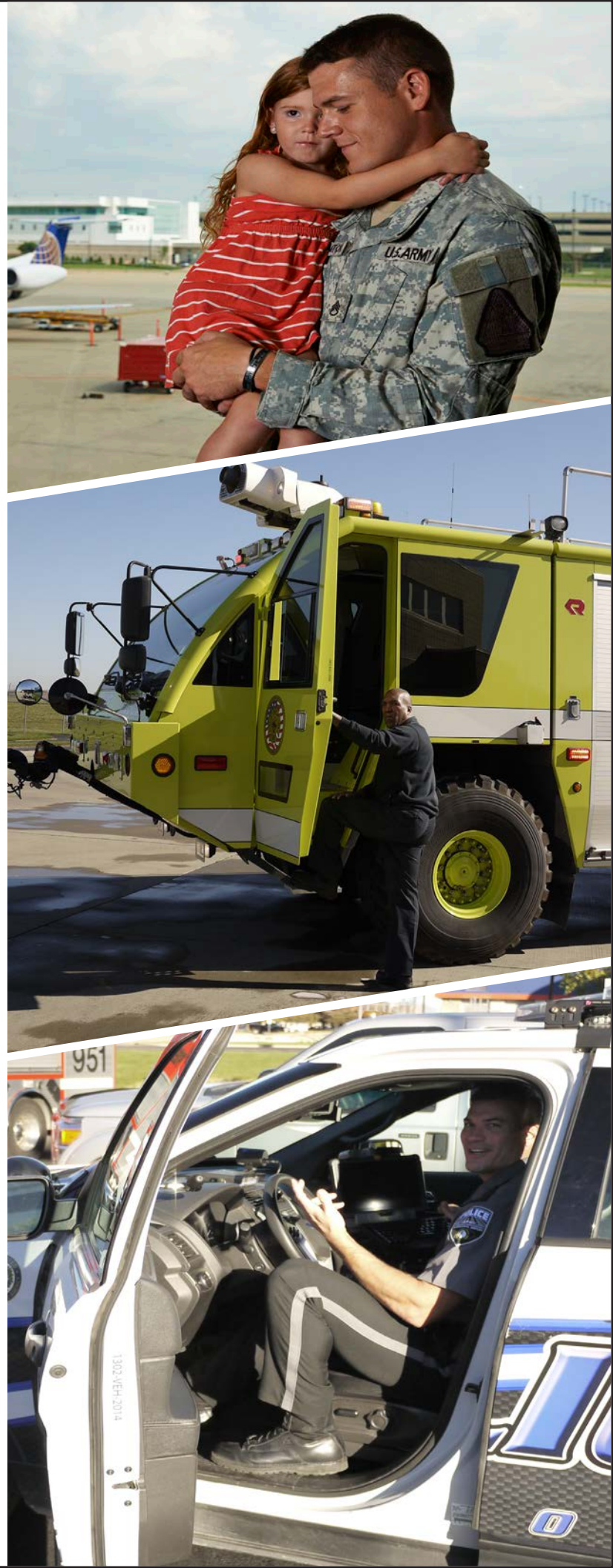
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- Lead airport-wide safety, security, compliance, training, and emergency management programs
- Oversee development and implementation of regulatory programs, including FAR Part 139 and security requirements
- Manage emergency preparedness, response coordination, and incident management activities
- Direct and support the airport operations center and centralized public safety dispatch functions
- Ensure compliance with federal, state, and local regulations, including FAA, TSA, and emergency services standards
- Oversee Safety Management System (SMS), training, and employee health and safety programs
- Coordinate with airlines, tenants, and government agencies on safety and security initiatives
- Lead development and maintenance of key operational plans, including emergency, training, and security programs
- Manage the departmental budget, contracts, and resource allocation

## Leadership Qualities and Style

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The ideal candidate is a decisive and collaborative executive with a strong command of airport safety, security, and regulatory environments. This leader demonstrates sound judgment under pressure and communicates effectively across a wide range of stakeholders, including public safety agencies and executive leadership. A commitment to accountability, continuous improvement, and team development is essential. The successful candidate brings a proactive, solutions-oriented mindset and the ability to lead complex operations while fostering a culture of safety, compliance, and operational excellence.





## Preferred Qualifications

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- Bachelor's degree in airport administration, business, public administration, or a related field; advanced degree preferred
- Minimum of 12 years of progressively responsible experience in airport operations, safety, or security leadership
- Extensive knowledge of FAR Part 139, Safety Management Systems (SMS), and regulatory compliance frameworks
- Professional accreditation (AAAE or ACI) and Airport Security Coordinator certification preferred
- Demonstrated experience leading emergency response, public safety coordination, and compliance programs
- Strong leadership, communication, and contract management experience

For the full job description, [click here](#).

## Salary and Benefits

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The position offers a salary range of \$204,900 to \$271,550. A starting salary at or near the top of the range may be considered for an exceptional candidate, based on experience, qualifications, and demonstrated leadership success.

## How To Apply

To apply online, [click here](#).

**Deadline for applications: May 24, 2026**

The contact for this search is:

**Gale LaRoche, Ph.D., J.D., SHRM-SCP**  
[gale@adkexecutivesearch.com](mailto:gale@adkexecutivesearch.com)

The CVG Airport is an equal-opportunity employer. We support diversity and are committed to creating an inclusive environment for employees.

